

“A great place to be cared for; a great place to work”



**University Hospitals of
Morecambe Bay**
NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Community Midwife
Department/Ward:	Women's Health - Maternity
Band:	6
Care Group:	Women's and Children's
Responsible to:	Matron - Midwifery
Accountable to:	Head of Midwifery

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JOB SUMMARY:	<ul style="list-style-type: none">• To promote and provide midwifery-led care to women, working as an autonomous practitioner within a multi disciplinary team.• To work within a continuity of care model and maintain a good relationship with other members of the team ensuring the women receives optimal care• To provide high quality women centred maternity care.• To provide effective leadership, optimise teaching opportunities and give support to all grades of staff; planning and directing activities to provide the optimal standard of care.• To give appropriate education to women and their families and give necessary care, advice and supervision throughout the pregnancy continuum.• To ensure appropriate referral for mother or child, as required to other agencies and Specialist midwifery team• To give necessary care advice and supervision to women and their families, wherever possible/appropriate.• To practice in any area in maternity services.• To take responsibility of a case load / equivalent sphere of practice and deputise for other caseloads in the absence of the person with continuing responsibility.• The post holder is expected to supervise junior staff and to be able to teach and act as supervisor to students.• To liaise closely with the Community Manager/Specialist• Midwives and act as deputy if/when required• To ensure that the clinical area is clean and provides a safe environment for women and their families and staff.
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KEY WORKING RELATIONSHIPS:

- Multi-disciplinary Clinical Teams.
- Senior Midwives.
- Matron – Midwifery.
- Specialist Midwives.
- Midwife teachers

Clinical Practice

- Provide high standards of individualised client care within the remit of the directorate policies and

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guidelines for practice and within the philosophy of care of the Ward/Department.

- Prepare, give and receive reports on mothers and/or babies conditions and maintain accurate and legible records, ensuring effective documentation of all care, adhering to national and local standards.
- Accepts responsibility for personal and professional development, acting as training resource for colleagues and facilitates the creation of a learning environment.
- Keep up-to-date with changes in policies and clinical practice.
- Participate in and lead skills drills on a regular basis.
- Contribute to Parent education, as required- including evening teaching sessions
- Maintain on-going professional developments and develop and maintain own competence in agreed basic and advanced clinical skills, aware of research implications on best practice.
- Participate in trials of new equipment and new methods of work resulting in improvement of the service.
- Contribute to ongoing development and performance management of staff, in conjunction with senior midwives.
- Detect abnormalities/risk factors and arrange adequate liaison/referral to appropriate professional to ensure high quality of care.
- Be responsible for safe custody, checking, recording and administration of all drugs.
- Maintain confidentiality.
- Act as an advocate to women and their families in all aspects of midwifery care, providing effect support for them during times of emotional stress and bereavement.
- Set targets/development plan via annual appraisal.
- Work as an effective and courteous team member, to create an open learning environment.
- Participate in an on-call rota for home births in community and as part of the escalation policy from South Lakes Birth Centre.

Participate in trials of new equipment, new methods of working, national clinical benchmarking standards/programmes in conjunction with senior midwives.

Clinical Governance:

- Ensure safe clinical practice is maintained to minimise risk .
- Ensure required mandatory and competency-based training is kept up-to-date.
- Awareness of and assistance in when/how to report adverse incidents, and how to deal effectively with complaints according to Trust policy.

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- Assist in the investigation of complaints/litigation/adverse incidents and ensure that all documentation is completed.
- Actively participate in developing programmes of education for staff with senior colleagues.
- Ensure clinical practice is informed by the findings of clinical effectiveness and research.
- Take part in appraisal, identifying own/others and service development needs.
- Contribute to the orientation and induction programmes of new staff, which are specific and relevant to the clinical area, including preceptorship and mentorship programmes.
- Understand principles of risk management in order to ensure safe clinical practice.
- Ensure required mandatory and competency-based training is kept up to date to ensure midwifery practice and clinical environment [including equipment] are safe.
- Contribute to development of education programmes and service development.
- To liaise with and work alongside the Specialist midwifery team and to attend regular Safeguarding supervision.

Management:

- Ensure that effective channels are used to canvas the views and concerns of all women, their families and staff are in place, taking action as appropriate.
- Ensure agreed policies and procedures are maintained.
- Contribute to audit and research activities.
- To identify problems and actively work towards solving, then empowering others to make decisions.
- To be aware of the standards of cleanliness within the clinical area and ensure action is taken to rectify any problems.
- Contribute to the development of protocols for the care and treatment of pregnant women, ensuring that they are based on current evidence-based practice and that all agreed policies and procedures are maintained.
- Act as a role model/supervisor/practice assessor for less experienced colleagues/students and other staff (clinical support workers) ensuring that teaching opportunities are optimised and support is given to enable appropriate skills and knowledge are acquired to deliver competent care.
- Demonstrate effective leadership skills and take charge in area of work and as required across the service in the absence of a senior midwife.
- Contribute to and identify opportunities for service development/improvement, audit and research activities.
- Collect and document statistical information.

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- Access, plan, implement and evaluate programmes of care, identify problems and actively work towards solving them.
- Promote and empower pregnant women to make informed decisions about their care.

Professional:

Registered Midwives at Morecambe Bay Hospitals NHS Trust have a responsibility to:

- Maintain active status on NMC register.
- To notify intention to practice annually.
- Act always in accordance with NMC Code and guiding documents.
- Adhere to Trust Policy and Procedure.
- Maintain up to date skills and knowledge and maintain awareness of professional issues.
- Maintain a professional portfolio.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

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TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As an employee of the trust you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will need to be aware of trust/local LSCB procedures and know how to contact named professionals, within the safeguarding team for advice and support.

ENVIRONMENTAL IMPACT

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use and it is safe to do so, minimising water usage and reporting faults promptly.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

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TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.